Wage and Benefit Schedule for Bakersfield (Kern, Inyo and Mono Counties) Local 460

Independent Contractor and District Council 16 Service Master Labor Agreement

September 1st, 2024 to August 31st, 2025

Independent		

Classifications	Wages	Paid Time	Dues	UA	Total	Health	Local	National	UA	Retiree	JJATC	A & J	PIPE	ARCA/MCA	Total	Total
		Off (*)	(**)	Organizing	Taxable	and	Pension	Pension	Training	X-Mas					Non	Package
			(**)		Welfare									Taxable		
Journeyman	\$47.94	\$3.25	\$1.85	\$0.10	\$51.19	\$9.26	\$10.45	\$3.00	\$0.10	\$0.85	\$1.30	\$0.38	\$0.85	\$0.38	\$26.57	\$77.76
Foreman (115% of Journeyman)	\$55.13	\$3.25	\$1.85	\$0.10	\$58.38	\$9.26	\$10.45	\$3.00	\$0.10	\$0.85	\$1.30	\$0.38	\$0.85	\$0.38	\$26.57	\$84.95
General Foreman (125% of Journeyman)	\$59.93	\$3.25	\$1.85	\$0.10	\$63.18	\$9.26	\$10.45	\$3.00	\$0.10	\$0.85	\$1.30	\$0.38	\$0.85	\$0.38	\$26.57	\$89.75
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Apprentice Categories (one year each)																1:
Apprentice 1st Year (50% of Journeyman)	\$23.97	\$1.63	\$1.35	\$0.10	\$25.60	\$9.76	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.73	\$38.33
Apprentice 2nd Year (60% of Journeyman)	\$28.76	\$1.95	\$1.85	\$0.10	\$30.71	\$9.76	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$12.94	\$43.65
Apprentice 3rd Year (70% of Journeyman)	\$33.56	\$2.28	\$1.85	\$0.10	\$35.84	\$9.26	\$5.23	\$0.90	\$0.10	\$0.55	\$1.30	\$0.38	\$0.64	\$0.38	\$18.74	\$54.58
Apprentice 4th Year (80% of Journeyman)	\$38.35	\$2.60	\$1.85	\$0.10	\$40.95	\$9.26	\$5.75	\$0.90	\$0.10	\$0.60	\$1.30	\$0.38	\$0.64	\$0.38	\$19.31	\$60.26
Apprentice 5th Year (90% of Journeyman)	\$43.15	\$2.93	\$1.85	\$0.10	\$46.08	\$9.26	\$6.27	\$0.90	\$0.10	\$0.64	\$1.30	\$0.38	\$0.64	\$0.38	\$19.87	\$65.95
Mechanical Equipment Serviceman (MES)	50-80%	\$1.63	\$1.85	\$0.10		\$9.76	\$0.00	\$0.90	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$13.46	
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Tradesman	Minimum Wage	\$1.63	\$1.85	\$0.10		\$9.76	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.73	
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^(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

Note: The Employer shall pay to the ARCA/MCA Promotion Fund (\$0.38) per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.

^(**) Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. First Year Apprentices Dues of (\$1.45) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 460 Dues (\$0.15) and United Association Organizing (\$0.10). For all other classifications Dues of (\$1.95) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 460 Dues (\$0.65) and United Association Organizing (\$0.10).